

EXHIBIT 20

Subject: Re: How are you?
From: Denise Payne <dlp35@cornell.edu>
To: Jill M. Tubbs <jmt21@cornell.edu>
Time: Wed May 10 10:58:34 UTC 2017

Hi Jill,

I'm doing well, at Upstate for transfusion today, I still get medicine every three weeks until October.

I'm working full time when there is enough work to do but it's been pretty slow lately.

Thanks for checking in,
Denise

On May 10, 2017, at 11:41 AM, Jill M. Tubbs <jmt21@cornell.edu> wrote:

Hello Denise,

Checking in to see how it's going since your return from vacation? Are you back to work full time yet?

Please let me know,

Thank you

Jill

Jill M. Tubbs
Medical Leaves Case Consultant
Medical Leaves Administration
Cornell University, Division of Human Resources
395 Pine Tree Road, Suite 102
Ithaca, NY 14850
Phone 607-255-2359
Fax 607-255-1888
jmt21@cornell.edu